

What motivates people to work?

Paula Leech, Microsoft Dubai Manager

"I've often been asked to share some of the strategies, systems, management, and employees whose people are drawn to Microsoft. I think it's difficult, but I would say that they do not see employment as a transaction, but as a relationship."

"The goal was to demonstrate that the business is a good employer and inclusive."

History of Microsoft

- Founded in 1975 by Bill Gates (CEO) and Paul Allen
- Industry: Computer software and hardware
- Revenue: \$77.85 Billion (2015)
- Employees: 100,000 worldwide

"If I had some set back of a field, I'm not sure I could have crossed it years ago". Bill Gates

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Why Microsoft?

"Microsoft is one of the world's leading brands in computer technology and is a great source of information for their employees to achieve such great success. Microsoft is currently ranked second on the list of best companies to work for in the USA, and 1st in the UK."

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Note on Motivation

Sam Hagen and Luca's Edge
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Philanthropy

"We love giving to our communities and to others that our employees care most about."

- Microsoft provides the 4th most awarded in global charity or philanthropic activities
- 100% of the donated goes back to the organizations that employees support
- New employees receive a \$50 credit against the charity of their choice

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Investing

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A 401(k) plan that includes a company match on contributions up to 6% and a profit-sharing program. Employees get to buy Microsoft stock through the company's Employee Stock Purchase Plan. Microsoft also offers a 401(k) plan for employees who are not U.S. citizens and a 401(k) plan for employees who are not U.S. citizens and are not U.S. citizens.

Microsoft and Mayo's Motivation Theory

- Microsoft motivates their employees in accordance with Mayo's motivation theory. This is evident through the 401(k) plan, which provides a company match and enables participating employees to buy Microsoft stock through the company's Employee Stock Purchase Plan. Microsoft also offers a 401(k) plan for employees who are not U.S. citizens and a 401(k) plan for employees who are not U.S. citizens.

Family and Parenting

- Adoption fee assistance
- Parent leave of 16 weeks
- Discounts on day care services
- Backup care that provides temporary services based on in-home care services

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Learning and Development


- Microsoft encourages formal and informal learning to help its employees stay
- Learning activities include the employee's and family's development
- 1,000+ hours of training per employee
- Employees receive training through a variety of methods, including on-the-job, self-paced, and classroom
- Learning employees plan and create their own

Microsoft and Herzberg's Motivation Theory

- The second motivation theory Microsoft seems to adopt is Frederick Herzberg's. This is evident in the physical benefits Microsoft provides such as healthcare and parenting benefits, which correlate with Herzberg's hygiene motivators. While Herzberg's actual motivators such as job engagement and achievement, as well as empowerment are shown through Paula Leech's quotes.

Works Cited

- "Microsoft Ranked Among Top Employers." *Microsoft*. N.p., n.d. Web. 14 Mar. 2016. <http://www.microsoft.com/presspass/2015/04/14/microsoft-ranked-among-top-employers.aspx>
- "Top 100 Most Admired Companies." *Forbes*. N.p., n.d. Web. 14 Mar. 2016. <http://www.forbes.com/top-100-most-admired-companies/>
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Note on Motivation

Sean Honeyman and Kanak Kapur

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History of Microsoft

- Founded in 1975 by Bill Gates (CEO) and Paul Allen
- Industry: Computer software and hardware
- Revenue: \$77.85 billion (2013)
- Employees: 100,932 worldwide

"If I'd had some set idea of a finish line, don't you think I would have crossed it years ago?" - Bill Gates

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Why Microsoft?

Microsoft is one of the world's leading brands in computer technology, and so it is of interest to discover how they motivate and encourage their employees to achieve such great success. Microsoft is currently ranked second on the list of best companies to work for in the UAE, but why is this so?

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*Benefits offered to
employees at Microsoft:
Healthcare*

- Comprehensive healthcare coverage for employee and dependents
- Healthclub memberships and discounts
- Access to a 24-hour healthline
- Microsoft is also the first major corporation to offer a benefit for autism therapy
- Coverage for Applied Behavioral Analysis (ABA) therapy through Certified Autism Providers.

Family and Parenting

- Adoption fee assistance
- Maternity leave
- Paid time off for new parents
- Discounts on child-care services
- Backup care that provides temporary center-based or in-home care services

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Investing

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- A 401(k) plan that includes a company match on contributions and an employee stock purchase program
- Employees get to buy Microsoft shares at a discount
- Microsoft Employee Financial Education Program provides objective information to help employees make informed decisions and create a financially fit portfolio

Philanthropy

"We love giving to our communities and to causes that our employees care most about."

- Microsoft matches the dollars contributed to eligible charities or educational institutions*
- Up to \$17 are donated per hour to the organizations the employees support*
- New employees receive a \$50 credit to give to the charity of their choice*

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